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Schedule J  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
▶ Attach to Form 990.  
▶ Information about Schedule J (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No. 1545-0047

2016

Open to Public Inspection

Name of the organization  
Clinicas Del Camino Real

Employer identification number  
95-2977147

Part I

Questions Regarding Compensation

1a

Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.  

☐ First-class or charter travel

☐ Travel for companions

☒ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b

If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain . . . . .

2

Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a? . . .

3

Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.  

☒ Compensation committee

☒ Independent compensation consultant

☒ Form 990 of other organizations

☒ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4

During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:  

a

Receive a severance payment or change-of-control payment? . . . . .

b

Participate in, or receive payment from, a supplemental nonqualified retirement plan? . . . . .

c

Participate in, or receive payment from, an equity-based compensation arrangement? . . . . .

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.  
  

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:  

a

The organization? . . . . .

b

Any related organization? . . . . .

If "Yes," on line 5a or 5b, describe in Part III.

6

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:  

a

The organization? . . . . .

b

Any related organization? . . . . .

If "Yes," on line 6a or 6b, describe in Part III.

7

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III . . . . .

8

Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III . . . . .

9

If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? . . . . .

Yes

No

1b

Yes

2

Yes

4a

No

4b

No

4c

No

5a

No

5b

No

6a

No

6b

No

7

No

8

No

9

No

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 50053T

Schedule J (Form 990) 2016

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.  
**Note.** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

| (A) Name and Title                              |      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|---|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
|   |      | (i) Base compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |   |
| 1Antonio Alatorre<br>COO                        | (i)  | 240,651  | 18,464                              | 446,537                             | 15,740   | 6,250                   | 727,642                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 2Christina M Velasco<br>CFO                     | (i)  | 256,779  | 10,924                              | 913,762                             | 16,727   | 6,250                   | 1,204,442                       |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 3Fred Deharo<br>COO                             | (i)  | 237,590  | 1,000                               |                                     |  | 6,250                   | 244,840                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 4Gagan Pawar<br>Medical Director                | (i)  | 250,969  | 1,500                               |                                     | 14,195   | 6,250                   | 272,914                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 5Jaspreet Bal<br>Dental Director                | (i)  | 153,032  | 2,250                               |                                     | 9,595  |                         | 164,877                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 6Kelly Lynn Bennett<br>Human Resources Director | (i)  | 149,497  | 3,468                               |                                     | 9,800  | 6,250                   | 169,015                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 7Menashe Ehrenburg<br>Physician                 | (i)  | 340,143  | 1,500                               |                                     | 13,018   |                         | 354,661                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 8Rafael Diaz<br>CIO                             | (i)  | 201,980  | 35,067                              |                                     | 13,664   |                         | 250,711                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 9Roberto S Juarez<br>CEO                        | (i)  | 437,257  | 641,179                             |                                     | 18,550   | 12,500                  | 1,109,486                       |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 10Ta Thuc Ngu Dinh<br>Physician                 | (i)  | 318,989  | 1,500                               |                                     | 12,704   |                         | 333,193                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 11Tihele L Walkousky<br>Physician               | (i)  | 321,038  | 1,000                               |                                     | 12,030   |                         | 334,068                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 12Todd Wayne Monroe<br>Physician                | (i)  | 321,587  | 1,500                               |                                     | 12,805   |                         | 335,892                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
| 13Yasmin Sarafzadeh<br>Physician                | (i)  | 308,934  | 1,500                               |                                     | 12,373   |                         | 322,807                         |   |
|   | (ii) |  |                                     |                                     |  |                         |                                 |   |
|   |      |  |                                     |                                     |  |                         |                                 |   |
|   |      |  |                                     |                                     |  |                         |                                 |   |
|   |      |  |                                     |                                     |  |                         |                                 |   |

**Part III Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

| Return Reference  | Explanation |
|---|-------------|
| Part I, Line 1a: Relevant information in regards to selections on 1a. |             |